

Lex Watson

From: Sarah Laprade <Sarah.Laprade@Nafinc.com>
Sent: Thursday, February 13, 2020 11:22 AM
To: Lex Watson
Cc: Kelly Allison; Gina Spearman
Subject: Kelly Allison/Gina Spearman Compensation Change Offer
Attachments: ALLISON - Schedule 1, CLEAN (2-12-20).docx; SPEARMAN Schedule 1, CLEAN (2-12-20).docx; Kelly Signed Revised Final NAF 11-29-16.pdf

Hi Lex,

Kelly and Gina have been presented with the attached final documents for the compensation change with proposed effective date of March 1, 2020.

- They are attached here labeled Allison- Schedule 1, CLEAN and Spearman-Schedule 1 CLEAN

Can you please review the new proposal with the original contract that is already in place to advise us on what is at risk in the original contract to be null and void?

A couple items we are specifically concerned about are the 120 day compensation due to Kelly and Gina upon separation, the list of people excluded on the non-solicit as we brought them with us when we joined, etc.

We would also like for you to redline the new proposed agreement with terms and conditions that are in Kelly and Gina's final agreement.

I have also attached Kelly's final original agreement here for easy reference.

Gina stated that you have her final agreement on file from the last time we reviewed this.

Also- Do you have time for a call today to review this?

As you can see they not given us much time to review and sign with an effective date on March 1

Thank you in advance for your time.

Thank you,

Sarah Laprade
Executive Assistant to Kelly Allison


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